

Message Text

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ACTION EB-08

INFO OCT-01 EUR-12 ISO-00 CEA-01 CIAE-00 COME-00
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FM AMEMBASSY BUDAPEST
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C O N F I D E N T I A L BUDAPEST 3255

E.O.11652: GDS
TAGS: HU, ETRD
SUBJECT: INFORMATION ON LABOR STANDARDS

REF: STATE 136706

1. FOLLOWING INFORMATION ON LABOR STANDARDS IN HUNGARY,
REQUESTED REFTEL, APPLIES TO ENTIRE ECONOMY RATHER THAN
JUST EXPORT AND IMPORT SUBSTITUTING SECTORS.

2. LAW AND/OR PRACTICE CONCERNING SLAVE, INDENTURED,
OR OTHER FORCED LABOR. THERE IS NO SLAVE OR INDENTURED
LABOR IN HUNGARY. PRISON INMATES OFTEN WORK ON FARMS OR
IN SIMPLE MANUFACTURING OPERATIONS AT VERY LOW RATES OF
PAY, AS IN THE UNITED STATES, BUT EMBASSY BELIEVES SUCH
LABOR PLAYS NO SIGNIFICANT ROLE IN EXPORT TRADE.

3. LAW AND/OR PRACTICE REGARDING CHILD LABOR. THE
HUNGARIAN LABOR CODE (ARTICLE 20 PARA 2) PROVIDES THAT
WOMEN AND JUVENILES CANNOT BE EMPLOYED IN WORK WHICH
"WOULD ENTAIL HARMFUL CONSEQUENCES FOR THEIR PHYSICAL
CONDITION." A JUVENILE FOR PURPOSES OF THIS SECTION
IS DEFINED AS ANYONE UNDER 18 YEARS OF AGE. THE DECREE
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OF THE MINISTER OF LABOR 4/1962 ENUMERATES A NUMBER OF
INDUSTRIES AND TYPES OF WORK FOR WHICH JUVENILES MAY
NOT BE EMPLOYED. AN EXCEPTION IS PROVIDED FOR THOSE
WHO HAVE FINISHED TRAINING IN ONE OF THE PROSCRIBED
FIELDS AND IS CERTIFIED BY A DOCTOR AS ABLE TO PERFORM
THE NECESSARY WORK. SCHOOL IS OBLIGATORY THROUGH THE
AGE OF 14, AND ABOUT 80 PERCENT OF YOUTHS IN THE 14-16

AGE GROUP ARE EITHER IN SECONDARY SCHOOL, VOCATIONAL SCHOOL, OR IN APPRENTICESHIP PROGRAMS.

4. LAW AND/OR PRACTICE REGULATING SAFETY AT THE WORK PLACE. LABOR CODE MAKES GENERAL PROVISION THAT NO EMPLOYMENT IS PERMISSIBLE UNTIL: A) SAFE WORKING CONDITIONS ARE PROVIDED; B) NECESSARY SAFETY EQUIPMENT IS PROVIDED; AND C) PRE-EMPLOYMENT SAFETY TRAINING IS COMPLETED. CODE PROVIDES FOR SPECIAL PROVISION OF FOOD AND DRINK FOR WORKERS IN HAZARDOUS EMPLOYMENT. UNDERGROUND MINERS ARE GIVEN FROM 1 - 12 EXTRA DAYS OF LEAVE PER YEAR; WORKERS EXPOSED TO RADIO-ACTIVITY ARE PERMITTED FROM 12 TO 24 EXTRA DAYS OF LEAVE DEPENDING ON LENGTH OF EMPLOYMENT. LABOR STANDARDS FOR WORK WITH HAZARDOUS SUBSTANCES ARE DEVELOPED BY RESPONSIBLE MINISTRIES IN COORDINATION WITH MINISTRY OF HEALTH. EMBASSY'S GENERAL IMPRESSION BASED ON PLANT VISITS IS THAT SAFETY STANDARDS ARE BELOW U.S. LEVELS, BUT NOT DRAMATICALLY SO, EVEN IF IMPLEMENTATION OF THE STANDARDS IS OFTEN LESS THAN COMPLETE.

5. LAW AND/OR PRACTICE THAT APPLIES DIFFERENTIAL LABOR REGULATIONS OR STANDARDS. THERE ARE NO LAWS PROVIDING FOR DIFFERENTIAL STANDARDS FOR EXPORT INDUSTRIES, FREE TRADE ZONES, OR FOREIGN INVESTMENT (THERE ARE NO FREE TRADE ZONES AND NEGLIGIBLE FOREIGN INVESTMENT IN MANUFACTURING IN HUNGARY). EMBASSY IS NOT AWARE OF

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ANY DIFFERENTIAL STANDARDS IN PRACTICE.
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